

Annex B

Disability Statement

DISABILITY STATEMENT

Purpose

To ensure the promotion and implementation of Disability equality in all aspects of the College's operation.

This statement supports the College's duties under the Equality Act 2010, including the Public Sector Equality Duty, and aligns with regulatory expectations including Ofsted and the Office for Students.

This statement operates in conjunction with the Inclusion Strategy, which sets out key performance indicators and incorporates Equality Impact Assessments to monitor outcomes, including retention, achievement and progression for learners with disabilities.

Scope

This statement affects all aspects of College provision, in particular the recruitment and treatment of learners and the employment of staff. This document will also be of interest to providers and other partners with whom we work, as this statement sets our standards and expectations.

Legislative Framework

We are committed to achieving the duties outlined within the Equality Act 2010. Our Single Equality Policy outlines our priorities in line with the identified protected characteristics outlined in the Equality Act 2010.

Statement

The College is committed to ensuring equality of opportunity for learners and staff with disabilities and will fulfil its duties under the Equality Act 2010. Disability is defined as a physical or mental impairment that has a substantial and long-term adverse effect on an individual's ability to carry out normal day-to-day activities.

The College will make reasonable adjustments to ensure that learners and staff with disabilities are not disadvantaged and can access learning, support and facilities. This includes adjustments to the teaching, learning, assessment and the physical and digital environment.

If you wish to study/work at Burnley College

- You will be given the opportunity, during both the application and enrolment stages, to inform us of any support requirements so that appropriate assistance can be put in place.
- The College will support learners and staff with disabilities in their transition into college.

At the start of your course/employment at Burnley College:

- An assessment will be undertaken to identify any additional support requirements.
- Where needs are identified, appropriate support will be provided.
- Support may include assistance in areas such as:

- 1 Learning difficulties
- 2 Visual impairment
- 3 Hearing impairment
- 4 Physical impairment
- 5 Medical and health problems
- 6 Emotional and behavioural problems

When you have Examinations or Assessments

- If you have learning difficulties and disabilities, you may be offered special arrangements during examinations or assessments. These will be in line with the requirements of the awarding body.
- You may be offered specialist support in assessments.
- Learners have access to clear, accessible and confidential routes to raise concerns or complaints regarding disability support, including informal and formal processes – refer to the Complaints Procedures [Complaints-Policy-and-Procedure.pdf](#)
- Staff can raise concerns through the College's Grievance Procedure.

Support you may be able to use

- We have installed lifts to all floors on Main Site and at all our other centres.
- There are ramps and stair lifts where necessary.
- There is disabled parking.
- There are disabled toilets.
- Assistive technology.

Equality Impact Assessments

This policy will operate in conjunction with the Inclusion Strategy, which will incorporate Equality Impact Assessments (EIAs) and set out the key performance indicators against which the College will monitor and evaluate progress. EIAs will be informed by data, stakeholder feedback and evidence-based analysis, and will support the delivery and review of the College's Equality Objectives.

Our Monitoring and Review Process

Data will be regularly and closely scrutinised. Data affecting the learner will be scrutinised by the Curriculum and Standards Committee and data affecting employment by the Human Resources Committee. Our internal statistics will be benchmarked against other FE providers where this information is available. Results of analysis will be highlighted in annual reports to the Governing Board or its relevant sub-committees.

Data will be collected and monitored in relation to:

- Learner
 - enrolment, attendance and retention
 - learner achievement and destinations
 - learner disciplinary hearings and exclusions
- Staffing
 - Applications, shortlists and recruitment
 - Complaints of disability discrimination or harassment
 - Discipline, Grievance information
 - Staff survey information
 - Distribution of the workforce in terms of disability

Roles and Responsibility

This policy is the responsibility of the Director of People & Central Services.

All staff are involved and responsible in the promotion of equality, diversity and inclusion. Action Plans are produced and monitored via Divisions and Cross College teams documenting the positive steps the College takes to champion Equality, Diversity and Inclusion. This process also assists in the gaining of information, the consultation and communication with staff and learners, as well as the development of staff.

All policies and action plans can be accessed through the College's web site and intranet, and we will ensure that this statement is made available to the community, learners, staff, contractors, clients and members of partner organisations.

Date of Last Review

Ownership:	Vice Principal for Student Experience
Last Revised:	June 2026
On College website:	July 2026